



Florida Disability Mentoring Day
October 20, 2010
“Celebrating a Decade of Mentoring Success”

Post-Event Report

Submitted by:

Sally Ash, MS, ATR-BC

Assistant Director of Florida High School/High Tech &
Disability Mentoring Programs



Florida DMD Headquarters

The Able Trust
3320 Thomasville Road, Suite 200
Tallahassee, FL 32308
850/224.4493 (Voice/TDD)
850/224.4496 (Fax)
info@abletrust.org
www.floridadmd.org

Introduction

Florida Disability Mentoring Day (DMD) is part of a large-scale national effort to promote career development for students and job seekers with disabilities through hands-on career exploration, on-site job shadowing, and ongoing mentoring leading to internship and employment opportunities. DMD is commemorated on the third Wednesday of October in conjunction with Disability Employment Awareness Month. Participating students and job seekers have the opportunity to visit an employer mentor's job site and learn about his or her day-to-day job experiences in an effort to better prepare and sharpen their skills for a particular career path. Employer mentors gain access to a pool of emerging talent, potential interns, and demonstrate positive leadership in their community.

Florida DMD began in 2001 in the Capital City of Tallahassee, and Florida was the first State to involve 100% of it's counties, and match more than 5,000 employer mentors with student and jobseeker mentees each year. Because of DMD's continued success in Florida, The Able Trust and several state agencies and employers are initiating the expansion of several DMD efforts to year-round events.

Supported nationally by the American Association of People with Disabilities, every U.S. State and Territory and more than 24 countries worldwide have participated in this unique job shadowing program.

Successful Outcomes - Florida

This year, many workplace mentors expressed the desire to participate again during Disability Mentoring Day 2011, and to maintain relationships with the mentees that they met while participating in 2010. As a result, a number of mentees have gained a new mentor or internship, and some have secured a job opportunity. 2010 Community Liaisons reported:

- **10 jobs** were obtained following DMD 2010
- **19 additional applications/interviews** were in process at the time of this report
- **44 new volunteer/ongoing mentoring opportunities** were reported
- **18 internships** were offered to DMD 2010 participants
- **7,000** staff hours were committed to DMD
- **5,000** volunteer hours were dedicated to DMD
- **\$25,000** were received in the form of in-kind donations
- **\$48,000** were received in the form of cash donations, awards, or stipends

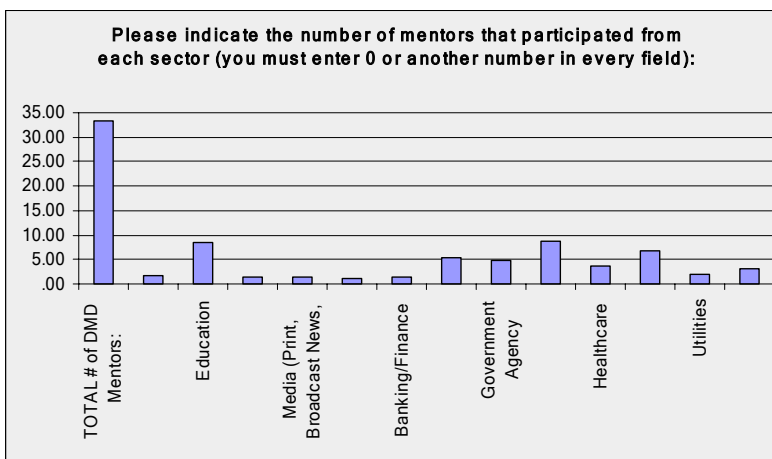
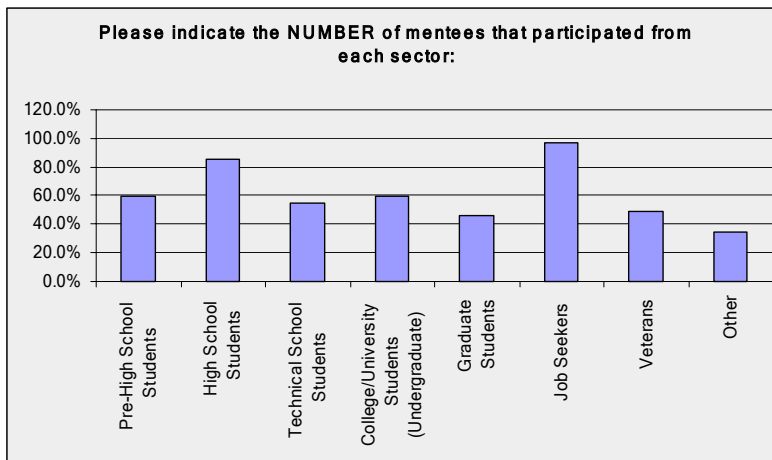
Mentee & Mentor Participation

More than 4,000 mentees participated in Disability Mentoring Day (DMD) 2010. High school students, college and technical school students and adult job seekers (including veterans) all had the opportunity to participate in DMD through the matchmaking support of local Community Liaisons. The following figures represent reports provided by Florida's Community Liaisons through a web-based survey tool and several follow-up interviews.

- **34** pre-high school students
- **2,720** high school students
- **269** college/technical school students with disabilities (nearly doubled since last year)
- **1,015** adult job seekers (nearly doubled since last year)
- **35** veterans
- **115** individuals with disabilities from other sectors
- **1,157** employer mentors

Total # Mentees: 4,188
Total # Mentors: 1,157

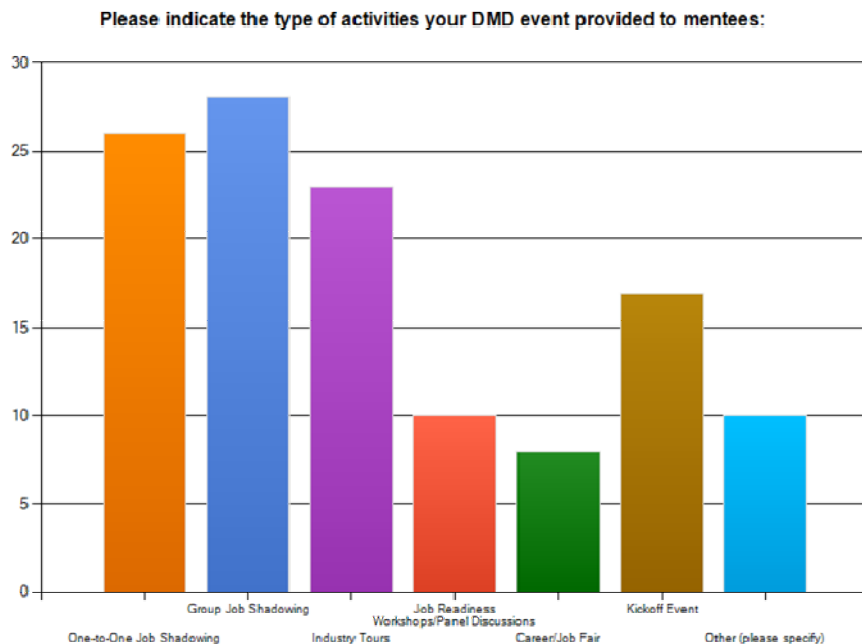
TOTAL 2010 PARTICIPATION: 5,345



Local Planning Committees: DMD Community Liaisons Cover 100% of Florida Counties in more than 200 Cities

Individuals who serve as Community Liaisons and local planning committees include High School/High Tech project site directors, staff members of nonprofit and state agencies, school district transition specialists, workforce development staff, Business Leadership Network members, disability advocates, private sector employers, Chambers of Commerce members, Disability Navigators, diversity development specialists, and others. The principal eligibility requirement for becoming a Community Liaison is to be affiliated with an organization that agrees to support DMD. Community Liaisons lead the local organizing committee, which includes at least one representative from an organization that specifically serves people with disabilities. Committee members work together to pool resources for mentees, recruit mentors, promote DMD job shadow activities, host successful kickoff events, job fairs, and provide transportation.

Community Liaisons facilitate matching experiences between mentees with disabilities and business mentors. These experiences may include One-to-One Job Shadowing activities, which individually pairs a mentee with a workplace mentor to learn more about a typical day on the job and how to prepare for that particular career, or Group Visits to Worksites, in which mentees tour a workplace or meet with various employees on the job and learn first hand about different types of jobs and related opportunities within that career field. DMD activities may take place at career fair or job fair settings, and at employability skills workshops, which may be offered in a variety of formats. Community Liaisons generally report hosting more than one type of DMD activity. This year, half of the DMD program sites hosted a kickoff event, many of which welcomed political dignitaries, including Mayors, television news anchors, School Board Representatives, and County Commissioners. Local kick-off events also featured former mentors, alumni, parents, and other noteworthy attendees. 2010 Community Liaisons reported that their DMD 2010 kick-off events were supported by in-kind donations from several sources.



Corporate Support of a Statewide Effort

American Express was the leading state level sponsor of DMD 2010, providing a major grant to The Able Trust to organize and coordinate the statewide effort. In addition, American Express welcomed mentees at its corporation headquarters. *SunTrust Bank* was involved in mentoring activities in 8 locations across the state. *The Federal Reserve Bank, Premier Bank, Edward Jones Investments*, and the *Internal Revenue Service* were also involved. Several broadcast/journalism mentors came forth to join in job-shadow activities. Among those included: *FOX 35, WCTV, WTWC-TV, Cox Communications, WMBB News Channel 13, Magic Broadcasting, WKGC 90.7, ABC News, WELE Radio, WEDU TV, WMNF, ION* and *HTV*.

For the 4th year, *Publix Supermarkets, Inc.* was engaged in one-to-one and group mentoring at more than 60 store locations statewide, as well as at their Headquarters. Publix was also a key state level sponsor for the program, participated on conference calls, collaborated with the Business Leadership Network, and volunteered and spoke at local kickoff and career fair activities. Publix also marketed the program in every store location, provided in-kind donations to the local sites, and supported community liaisons through a diversity specialist and a network of district managers who make arrangements for group tours or mentorships at the local stores. *Walmart* and *Sam's Club* also provided workshops, tours, mentorships, or supplies to DMD program coordinators in 20+ locations. Other popular retailers who were involved in DMD activities included, but were not limited to: *Winn Dixie, Walgreens, CVS Pharmacies* (10 locations), *Best Buy, Home Depot, Office Depot, The Body Shop, Kohl's*, and *Target*.

Darden Restaurants (Red Lobster, Olive Garden, The Capital Grille, Longhorns Steakhouse, Seasons 52 and Bahama Breeze) involved 30+ locations in DMD activities statewide. Through this 5-year partnership with Florida DMD, Darden Restaurants continued to host mentees at a restaurant site, provide food for lunch meetings, or donate refreshments for DMD events. Other notable hospitality and food & beverage industry employers included but were not limited to: *Pepsi, Coca Cola, Starbucks, Zaxby's, Hard Rock Café, Fudpuckers, Burger King, Beef O'Brady's, Bob Evans, IHOP, McDonald's, Five Guys Burgers & Fries* (12 mentors), *Chic Fil A, Hyatt Hotels, Marriott, Hilton*, and *Holiday Inn*.

Federal, State, City and County Governments were extremely involved in DMD activities this year, and school district support of the program also increased. Some of the key players were: *AmeriCorps National Service* (5 locations), *Florida State Parks* (16+ locations), *The State University System of Florida* (25 locations), several county schools (34 locations), and City, County, Sheriff's or Police Departments (17 locations). Other mentoring organizations included: State Senators, State Representatives, State Attorneys, *The Social Security Administration, The US Coast Guard, The Florida Department of Health, The Governor's Commission on Disabilities, The Federal Aviation Administration, The US Secret Service, Hurlbert Air Force Base*, and *NASA at Kennedy Space Center*.

The involvement of hundreds of companies and small businesses is what makes DMD a success. Other notable companies who participated at the local level included: *Walt Disney World Resort, Blue Cross and Blue Shield, Lockheed Martin, The YMCA, AmeriGroup Community Care, CSX, Amtrak, Busch Gardens, Marineland of Florida, Gulf Power, Progress Energy, Gerdau Ameristeel, The Orlando Magic, Universal Orlando Resort, Chevrolet, Harley Davidson*, and 15+ major hospitals from across the state.

Mentors & Mentees Comment on Their Experience

My mentee accompanied me to a meeting at the Industrial Air Chiller Plant, then on to the prototype shop, and finally, to a presentation of the exploration of space. He also met the President of URS Federal Technical Services who encouraged him to not let anything keep him from achieving his goals. –Mentor, NASA/Kennedy Space Center, Brevard County DMD

People with disabilities can have a tremendous positive impact in the workplace and the lives of the employees who work with them. The personal satisfaction I felt knowing that Baptist Health has embraced DMD was indescribable. –Assistant Vice President, Baptist Health, Miami-Dade DMD

I was surprised at how much I was able to learn during these few hours by spending time with someone with a disability that I was supposed to be mentoring. –Olive Garden Mentor, Tampa DMD

I made a connection with my mentee -- he was a very bright young man who was more than capable in becoming a vet tech and I will help him any way I can. I can also give his family advice on college and career options for him. –Mentor, Senior Veterinary Care Manager, UF Small Animal Teaching Hospital

Our mentee showed up on time, wore a tie, brought a pad to take notes on and impressed all his mentors at Progress Energy. Our company is seriously interested in recruiting students with disabilities for internships. –Progress Energy Mentor, Tampa DMD

Mentors can pull things out of you that you didn't even know you had inside. When you got dreams, you can't just sit around. –Mentor, The Disney Entrepreneur Center, Central Florida DMD

By all means please sign me up for next year. –Mentor, Doctor's Hospital, Miami-Dade DMD

I was able to participate in the surgery of an impala and when the doctor asked me to run the x-ray machine I was so scared...but it was the coolest thing I've ever done! –Gainesville Area DMD Mentee

I learned more about the whole television production process, so it was definitely a good experience over all. It is actually the kind of place I would like to work. –Tampa DMD Mentee

I arrived at the airfield and began asking questions about becoming an airplane mechanic. I told my mentor that I would be interested in learning to fly. He flew with me to the coast and back by noon! - Charlotte County DMD Mentee

When the woman who had just one arm and one leg started talking about her life story and how she had reached her goals in life, it made me realize that I can make it through anything and I am just as normal as everybody else in the world. Just because you have a missing arm or leg or any type of disability does not make you different from others. –Central Florida DMD Mentee

This is the best thing I did all year. –Flagler County DMD Mentee

DMD Community Liaison Comments

It was wonderful to see the confidence on her face as her mentor told her that she would be a welcomed addition to the company, should she choose to apply. –Bradford/Levy DMD

We have plans to make Disability Mentoring Day a year-round event in all 4 counties. –Central Florida DMD

One of our students really thrived in the banking environment. Premier Bank has agreed to create an internship opportunity for him. –Tallahassee/Leon County DMD

It's a wonderful experience to see the business world through the students' eyes. –St. Lucie County DMD

A mentor from the State Park even mailed a thank you card to us! –Panama City DMD

A representative from the Division of Vocational Rehabilitation spoke to students and staff members about the services and opportunities they offer, and many of the students asked to be referred. –Panhandle DMD

She read books to the children, tied shoes, wiped noses, and even comforted an unhappy child. She bonded with one child who was deaf and was able to communicate with her by using sign language. She is now volunteering at the daycare on a regular basis. –Gainesville Area DMD

The DMD experience provided him with the self confidence he needed to proceed with applying for employment opportunities at Wal-Mart. –Jackson County DMD

CVS gave a group tour and then helped mentees to learn to use the photo processing shop. –Volusia County DMD

An AmeriCorps Director in our area attended 3 events held at our DJJ facility. She was accommodating and kind to the students. She even arranged tour guide volunteers for our largest event. –Okaloosa/Walton DMD

UM Miami Project to Cure Paralysis gave one of our mentees a behind-the-scenes view of their fascinating work and state-of-the-art facility. She is interested in a medical career, and this was a perfect match. – Miami-Dade DMD

Our clients really enjoyed the experience of getting hands on learning experiences at a State Park. The staff was awesome at explaining in great detail the duties in keeping the park going, what the rangers do, as well as volunteer opportunities within the State Park system. –Gainesville Area DMD

The Publix presenters were really good at communicating with students and the days were well planned and interesting to the students, who were able to operate a training cash register and then bag food items. They observed the operations of each department--like how the trucks were unloaded and what the storage area was like. –Madison County DMD

Promotions

The Able Trust worked with members of a statewide committee to develop promotional materials that were available to local Community Liaisons free of charge in order to recruit mentors and mentees. Thanks to a partnership with the Governor's Commission on Disabilities, all of the materials were also available in alternative formats and double-checked for accessibility.

Community Liaisons reported that the top five most useful materials were:

- Mentor/Mentee Brochures
- Conference Calls
- Certificates of Participation signed by Governor
- Website
- Posters

The Able Trust, the Division of Vocational Rehabilitation, and The Agency for Persons with Disabilities donated the services of their public relations staff and consultants to organize promotional activities, media relations and event planning support for Disability Mentoring Day. Publix Supermarkets displayed DMD 2010 posters in each Florida location, and each of the Florida State Parks displayed posters. Governor Charlie Crist supported the Florida DMD efforts, and was featured on this year's poster and website, which echoed his administration's dedication to the employment of Florida's citizens with disabilities. His Cabinet also issued both a Resolution and a Proclamation, and provided signed and sealed copies of the Proclamation to each committee. Governor Crist also provided signed certificates, which were distributed to every mentee, mentor, community liaison, sponsor and planning committee member in Florida.

State Launch

On September 30, 2010, The Central Florida Disability Chamber's DMD Networking Event was selected as the location for Florida DMD's 10th Anniversary Launch & press conference. The Able Trust worked in partnership with the CIL of Central Florida, the Central Florida Disability Chamber, the Business Advisory Council of Central Florida, the Hyatt Regency Orlando International Airport, and Walt Disney World Resort to excitedly launch DMD 2010! Members of the Florida DMD Statewide Planning Committee were represented at the event, and DMD community liaisons from across the state were also able to attend. Senator (at the time) Mike Haridopolos, Whitney Harris (a DMD program alumnus), Walt Disney World Resort's Jeannie Amendola, and George Gabrielle, an engineering mentor from NASA, generously offered their time to serve as keynote speakers for this exciting event.

The Able Trust also sponsored the National Disability Employment Awareness Month Kickoff & Employer Awards which was co-hosted by The Agency for Persons with Disabilities, Vocational Rehabilitation, and the Agency for Workforce Innovation. The event took place in the Capital City at the Tallahassee City Hall on October 1, 2010.

Publicity

A *DMD Publicity Guide* was shared among Community Liaisons statewide to aid them in gaining local media coverage for their local DMD activities. This Guide provided Community Liaisons with “Tips on Working with the Media,” sample media alerts, news releases, a guide to planning a kick-off celebration and other public relations resources. Community Liaisons were able to readily access the Guide and other sample press materials through the Florida DMD website, which is offered by The Able Trust (www.floridadmd.org). As a result of combined publicity efforts, community liaisons reported various forms of media attention and coverage.

VIP Attendance, Resolutions, and Proclamations: Mayor of Lakeland, Congressman Jeff Miller, Governor Crist’s Office, Police Chief Mike Chitwood, City Councilmember Joshua Wagner, Mayor of Flagler Beach, Congresswoman Debbie Boyd, Representative Leonard Bembry, Chairman of Board of County Commissioners, Republic of Macedonia Government Representatives, Mayor Mike Wiggins, Office of US Senator Bill Nelson, Flagler Beach City Commission members, Flagler School Board, Flagler Chamber of Commerce, Flagler County Board of Commissioners, Hernando County Board of County Commissioners, and Mayor John Peyton of Jacksonville.

Newspapers and Magazines: Lakeland Ledger, Pensacola News Journal, Orlando Sentinel, Orlando Business Journal, The Tallahassee Democrat, Fort Myers News-Press, Daytona News Journal, Palm Coast Observer, The Panama City News Herald, The Gainesville Sun, South Lake Press and Newsleader, The Jackson County Floridian, Healthy Living Magazine (October), Florida Trend, Florida Hospital News, Darden Restaurant’s *Postcards from the Edge*, Panhandle Parade, Key West Weekend Keynoter, Spaceport News (Kennedy Space Center), The Key West Citizen, and several organizational newsletters, websites, and other publications.

Television and Radio: WJHG, Clear Channel Radio, WELE Radio, ESPN Deportes, XL 106.7, ZMAX radio, NPR, BEACH radio, Brighthouse Network, Channel 3 News, Fox 35 News, WCTV, FOX 4 News, Ft. Myers News Channel 13 and News Channel 7, 5 ION TV stations, Broward Sheriff’s Office Media announcements, WCTV, WTWC-TV, Cox Communications, WMBB, Magic Broadcasting, WKGC 90.7, ABC News, WEDU TV, WMNF, and HTV.

The Florida DMD Statewide Planning Committee

In the State of Florida, DMD is organized by a group of organizations including The Able Trust, The Agency for Persons with Disabilities, the Florida Department of Education Division of Vocational Rehabilitation, The Agency for Workforce Innovation, and other state level agency partners. The committee provides support to a network of Community Liaisons across the state who coordinate the local matchmaking experience between mentors and mentees.

The Florida Statewide Planning Committee is engaged in DMD planning throughout the entire year. Its responsibilities include:

- Acquiring and sharing resources to support the program;
- Recruiting and updating Community Liaisons with toolkits, conference calls and email correspondence;
- Developing support materials for Community Liaisons, such as mentor/mentee promotional brochures, educational literature, sample applications and an extensive website;
- Assistance in coordinating promotions through radio, television and print media activities;
- Recruiting statewide business partnerships for mentor recruitment;
- Planning and organizing a statewide DMD launch event; and
- Creating mentor and mentee recognition materials.

Committee Members, DMD 2010

Sally Ash	The Able Trust, Committee Chair
J.R. Harding, Ed.D.	Agency for Persons with Disabilities, Fundraising Chair
Melanie Etters	Agency for Persons with Disabilities
Rachel Smith	Division of Vocational Rehabilitation
Paul Martell	Volunteer Florida
Stacia Woolverton	Governor's Commission on Disabilities
Nanette Schimpf	Moore Consulting Group, Inc.
Cat Keen	The Able Trust
Ray Ford	The Able Trust
Paula Roberts	Disability Rights Florida
Diane Vacca	Agency for Workforce Innovation

Fundraising Efforts

Fundraising efforts were led by the CEO and staff of The Able Trust and Dr. J.R. Harding of The Agency for Persons with Disabilities. Each year, The Able Trust is the leading sponsor of the program, and covers any remaining expenses. Through partnerships with Florida State Parks, Darden Restaurants, CVS, and Publix Super Markets, Inc. the Florida DMD Statewide Planning Committee also has the opportunity to connect Community Liaisons with these companies to obtain in-kind donations for local events. Florida DMD 2010 was supported financially by: *The Able Trust, American Express, Publix Supermarkets, Inc., ISES Corporation, Gulf Power, TMS Management, IARP, and ADAAG.*

Funding Opportunities

Once again in 2010, community liaisons were invited to apply for several financial awards that would enhance and/or expand their DMD events and partnerships. Stipends were awarded and financial assistance was provided to the following areas by The Able Trust, Volunteer Florida, and the Agency for Persons with Disabilities, based on criteria of past exemplary performance as well as innovative plans for Florida DMD 2010 10th Anniversary activities. Following their events, community liaisons leading the committees listed below reported that the funds were extremely helpful in providing the following program enhancements:

- Hosting a business recruitment breakfast
- Providing transportation for mentees
- Paying for workplace accommodations for mentees
- Providing mentee internship stipend
- Placing post event ads and photos in local newspapers
- Providing employer recognition items
- Purchasing activity supplies and resources for participants
- Purchasing award ceremony or kickoff supplies, venue/space rental, and entertainment
- Purchasing additional promotional materials such as signage, flyers
- Providing mentor/mentee incentive items

The Able Trust DMD 2010 Financial Award Recipients

Central Florida DMD	Brevard County DMD
Flagler County DMD	Volusia County DMD
Lake County DMD	DVR Panhandle DMD
Florida Crown DMD	DVR Gainesville Area DMD
Hernando County DMD	Goodwill SWFL DMD
Jacksonville Area DMD	Polk County DMD
Palm Beach County DMD	Tallahassee/Leon County Area DMD
Hillsborough County DMD	Bay County DMD

The DMD/AmeriCorps Partnership Award Recipients

Jacksonville Area DMD	Pinellas County DMD
Goodwill SWFL DMD	Okaloosa/Walton DMD
Pensacola Area DMD	

The Agency for Persons with Disabilities DMD Award Recipients

APD Area 1 Office	APD Area 2 Office
APD Area 3 Office	APD Area 4 Office
APD Area 7 Office	APD Area 8 Office
APD Area 9 Office	APD Area 10 Office
APD Area 11 Office	APD Area 12 Office
APD Area 13 Office	APD Area 14 Office
APD Area 15 Office	APD Suncoast Area Office

Community Liaison Contest

The Florida DMD Statewide Planning Committee sponsored a contest among Community Liaisons to encourage mentor and mentee recruitment. The state was divided into divisions based on population size. Under these categories, Community Liaisons competed with others from similar populations to secure the highest numbers of mentee and mentor participants. Each winning committee received a prize package consisting of resort accommodations at attractive locales across the state.

DMD 2010 Community Liaison Contest Winners:

Population 2 million +

APD's Mary Jane Wysocki & Marge Mickelson of Orange County Public Schools

Central Florida DMD

674 Mentors and Mentees

Population 1 million to 2 million

April Baker, The ILRC of Northeast Florida

Jacksonville Area DMD

609 Mentors and Mentees

Population 500,000 to one million

APD's Annette Zeeb

Panhandle Area DMD

499 Mentors and Mentees

Population 250,000 to 500,000

Carrie Milhous, Ability1st

Tallahassee Area DMD

151 Mentors and Mentees

Population 100,000 to 250,000

Carol Bowen, Disability Program Navigator

Workforce Board of Okaloosa/Walton

393 Mentees

Population under 100,000

Susan Brady, Flagler School District

Flagler County DMD

140 Mentors and Mentees

Honorable Mention

David Mickelson, The ARC Nature Coast

Hernando County DMD

Improvements for Florida DMD 2010

Once again this year, The Able Trust provided marketing materials that displayed the program logo, statewide committee logos, and the web address for Florida Disability Mentoring Day. Branded items included mechanical pencils, cups, mints, and balloons. Last year, community liaisons expressed the need for non-date-specific promotional materials. As requested, non-dated materials were provided. New accessible format options were also offered this year, in order to increase the accessibility of DMD materials to mentees and mentors with disabilities.

In addition, community liaisons expressed the desire to learn more about local fundraising. In order to assist in these endeavors, Dr. J.R. Harding gave an informative conference call presentation and offered individual assistance to community liaisons following the call. Finally, in order to fill gaps in program funding, members of the Statewide DMD Committee offered funding opportunities for DMD through The Able Trust's *DMD 2010 Financial Award*, the *DMD 2010/AmeriCorps Partnership Award*, and the *APD/DMD 2010 Award*, which together totaled more than \$25,000.00 that was made available across the state for DMD program enhancements.

Community Liaisons' Recommendations for Florida DMD 2011

This year, DMD community liaisons reported the following barriers and made the following recommendations for improvements of the DMD 2011 program:

- Transportation was the #1 barrier reported by community liaisons, as in previous years. They reported that donations and cash awards are helpful in paying for transportation for mentees to/from worksites.
- Placing mentees in healthcare industry settings was a challenge because of HIPPA or other security laws. Community Liaisons recommend making this the topic of a conference call to hear about what others have done to overcome this issue.
- "Connecting with larger corporations is a challenge, and the state level employer partner process helped (CVS, Publix, State Parks, etc.)"
- Enhanced communication with the school districts about the program to increase student/teacher participation, excuse absences, etc. Community Liaisons recommended the initial communication to address this issue take place at the state level.
- "Bad economy = low employer mentor participation."
- Several community liaisons requested more state level assistance in gaining media coverage, advertising and marketing the program, specifically in the development of a mentoring benefits/mentor recruitment video that could be accessed online (YouTube, etc.) and shown in presentations.
- Additional marketing materials requested were: Branded promotional items, banners, signage, or display boards for each DMD committee, formalized mentor thank you notes, and an original Governor's Proclamation for each committee.

Conclusion

With more than 5,000 mentees and mentors participating in this year's DMD, we continue to make an impact on the attitudes toward members of the disability community, the hiring practices of employers, and on the employment outcomes of Floridians with disabilities. The Able Trust and The Florida DMD Statewide Planning Committee continues to seek new ways to enhance DMD activities in order to reach more individuals with disabilities and to successfully impact more communities. For sponsorship opportunities or to participate in DMD 2011, please contact us at info@abletrust.org.

“The most important outcome of hosting DMD activities is that it provides mentees with the opportunity to develop ongoing relationships with their mentors. These relationships will result in job shadowing experiences, internships, and employment. As long as there is DMD, participating businesses will continue to gain disability awareness.”

–Jacksonville Area DMD Community Liaison April Baker

“DMD exposed our students to laws & policies about disabilities that they were not aware of. The students learned how different disabilities affect individuals. Best of all, students were exposed to agencies and businesses that employ students and persons with disabilities.”

–Panhandle DMD Community Liaison Eunicia Giuchichi

“DMD gives the businesses an opportunity to meet our clients and to see that they are capable of working at their company. We have built solid relationships with businesses as a result of DMD. We have placed 8 clients in jobs since last year's DMD.”

–Lake County DMD Community Liaison Dr. Paula Whetro

“Yes, the students have new experiences, but it is also a learning experience for mentors. New partnerships develop while new ideas within our communities are expanded.”

–Madison County DMD Community Liaison Mary Coody

“There are different ways to educate society about people with disabilities and there are also effective methods for initiating change. We feel that DMD initiates that change.”

–Flagler County DMD Community Liaison Susan Brady

***Save the date for Disability Mentoring Day 2011:
Wednesday, October 19, 2011!***

